



Oregon Nurses Association
Bargaining Unit Newsletter

Sept. 15, 2016

Oregon Health & Science University (OHSU) Association of University Registered Nurses (AURN)

ONA - AURN
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MEMBERSHIP MATTERS
For a better
bargaining unit and a
stronger voice for
OHSU nurses

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Why was the Fatigue Policy Developed by OHSU?

When asked why the policy was created and Dana Bjarnason (chief nursing officer) explained that one nurse came to a shared governance meeting complaining of being very tired and that she was scheduled to work a 16-hour shift. That same nurse then came to a different shared governance meeting and

again complained of being too tired from having to work a 16-hour shift. Bjarnason's response was that there weren't any rules in place against that, so they were determined to create a fatigue policy to prevent nurses from scheduling themselves in excess, to the point they become fatigued. *Continued on Page 2*

It's Time to Take Our Pre-Negotiation Survey!

Your participation is greatly appreciated. If you have already taken it, we thank you and ask that you encourage your co-workers to do the same.

Over a month ago we asked you to complete our pre-negotiation survey!

It's time to stand up for yourself and tell us what is important to you—our team wants to hear from every nurse!

How to Take the Survey

[Click here](#) or go to: www.OregonRN.org and select OHSU/AURN under Find My Bargaining Unit

Tips for Taking the Survey

- Take the survey in one sitting
- Follow the progress bar and the top of the screen
- You are not finished until you see to the last page titled End of Survey and have clicked on the 'Done' button.
- Be sure to visit the [OHSU/AURN bargaining unit page](#) for more updates and information

Fatigue Policy Update *(continued from Page 1)*

ONA-AURN met with OHSU Sept. 7, 2016 to discuss the fatigue policy. ONA presented many concerns with the policy including what we heard from nurses at the meetings on Sept 1, 6 from the feedback cards (we presented her with over 100 nurse feedback cards) and emails. We explained that we were hearing over and over again that this policy will actually increase the fatigue level of night shift nurses and that research about night shift scheduling is inconclusive. Administration said they were open to further discussion of the policy including the possibility of permitting 3-1-3 schedules.

Administration was adamant that OHSU nurses **will** have a fatigue policy. They agreed to go back and review the concerns raised by ONA. They also

committed to meeting with ONA-AURN again to continue discussions around the fatigue policy in November. In the meantime, ***the fatigue policy is on hold—it is not being rolled out.*** At this time OHSU hopes to roll the policy out in January 2017.

- Again the policy is **NOT** being rolled out at this time. This means that you should continue to request your preferred schedule.
- If you work on a unit where the policy has already been implemented, you can and should request the schedule that you prefer. Again, ***the policy is not currently in effect.***

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Wait, doesn't this policy violate our contract?

We believe that it does. In addition to be a flawed policy that doesn't have compelling evidence based research in regards to night shift, this policy also violates the contract:

[7.1.3 Twelve-hour shifts](#)

d. Notwithstanding any other provision in this Article 7, an employee ***may consent, but may not be required, to work more than three (3) consecutive 12-hour shifts.***

[7.2.3 Posting of schedules.](#) Employee work schedules shall be posted at least twenty-eight (28) days in advance of their effective date except where an emergency precludes such advance notice or where a schedule change is mutually agreed to by the affected employee(s). ***Nurses may voluntarily request and/or consent to be scheduled to work in excess of five (5) consecutive 8-hour days, but shall not be required to do so except in cases of emergency.***

Important ONA Nurse Resources

[Membership Services](#)
[Professional Services](#)
[ONA Calendar](#)

[Membership Application](#)
[Government Relations](#)
[OCEAN-CE Online](#)

Fatigue Policy Update Continued from Page 2

Feedback Cards

In just a few days we were able to get over 100 cards (pictured below) filled out (we estimate that there are roughly 800 night shift nurses and 2500 total nurses). That was a great start but if we want to see real changes to the policy, we need to hear from everyone about how this policy will negatively impact you and your ability to provide safe patient care.

If you or nurses on your unit have not yet shared your concerns—we need to hear from you. Please fill out one of the cards so your ONA nurse leaders can continue to collect your feedback on this policy and present it to OHSU before our November meeting.

ONA will drop off blank feedback cards on each unit this Fri. (Sept 16). We will put them in the unit representatives mailboxes. When your unit is complete email Liz Morris at morris@oregonrn.org or Lydia Hallay at hallay@oregonrn.org and we will pick them up.

We should aim to have a critical mass of cards before the Sept. 27 meeting—details below.

Strategy Meeting

We will hold a fatigue policy meeting on Sept. 27, 2016 from 5:30-8 p.m. in the DCH 9th floor conference room (DCH09301). **At this meeting we will discuss strategy around ensuring the fatigue policy that is implemented is in the best interest of patients and nurses and that nurses concerns are being heard and addressed by administration.**

If you have questions, ideas or concerns please contact: email Liz Morris at morris@oregonrn.org or Lydia Hallay at hallay@oregonrn.org.

Strategy Meeting

Sept. 27, 2016

5:30—8 p.m.

DCH 9th Floor conference room
DCH09301



To whom it may concern:

OHSU's new proposed fatigue policy goes beyond what is required by law and does little to address the core issues behind nurse fatigue; appropriate staffing and missed meals and rest periods.

This new policy, as written, will impact my work, my family, and my ability to provide safe, quality patient care in the following ways:

In solidarity with my nurse colleagues,

Name _____

Unit _____

Shift _____



Put Your Leadership into Action— Serve in an ONA Elected Position!

By deciding to run for an ONA statewide elected position, you make a choice to invest in your future and the future of nursing.

Whether serving on a committee, cabinet, or the board, ONA leaders have the capacity to influence public policy, professional nursing standards and the advancement of the association. In a leadership position, you will help ONA and the nursing profession remain strong.

By deciding to run for an ONA statewide elected position, you make a choice to invest in your future and the future of nursing.

Upgrade Your Nurse Leadership Skills

Attend ONA's Bargaining Unit Leadership Conference Friday, Sept. 30 to Saturday, Oct. 1 at the Portland Hilton and Executive Towers in downtown Portland.



- Solve local issues through concerted actions
- Build strength through issue-based organizing
- Identify and develop nurse leaders
- Use Oregon's hospital nurse staffing law to improve your workplace



Join ONA nurses and staff from across Oregon to discover new ways to engage your coworkers, build nurse strength and create a community of committed advocates who can lead changes in your facility.

ONA staff is partnering with teaching staff from University of Oregon's Labor Education Research Center.

Register by the September 15 deadline!
Late registrants can contact Whitney Wong at wong@oregonrn.org.

This leadership development event is free for ONA members and student affiliates. Visit www.OregonRN.org to register today!

www.OregonRN.org

Help Nurses on Your Unit by Becoming an ONA Unit Representative

Our goal is to have at least two trained ONA stewards per unit, per shift.

Are you an existing ONA steward who has not yet attended one of our new certification trainings? Are you interested in becoming a steward for your unit?

Contact hallay@oregonrn.org to register for one of our upcoming dates!

RSVP

hallay@oregonrn.org

Please let us know which day you can participate.

**AFL-CIO Oregon 3645 SE 32nd Ave. Portland, OR 97202*

Date	Time	Location
Oct. 13	5:30-8:30 p.m.	*AFL-CIO
Oct. 15	9 a.m. - noon	*AFL-CIO